



Texas Department of
Family and Protective Services

House Human Services Interim Hearing

H.L. Whitman, Jr., DFPS Commissioner
December 13, 2017

CPS Critical Needs Request

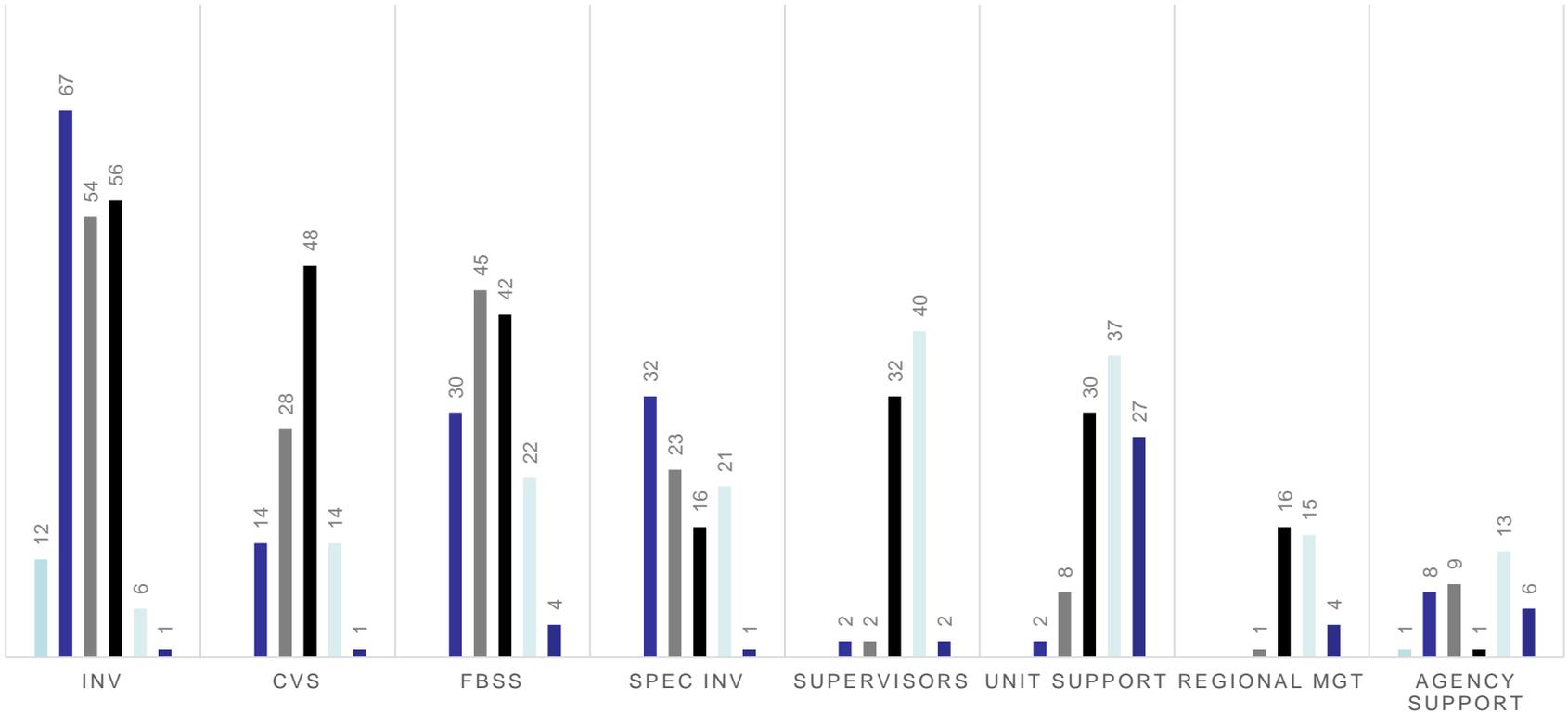
- DFPS letter on 10/27/16 requested:
 - 550 Direct Delivery staff (828.8 total including support staff)
 - \$142,434,948 All Funds
- DFPS received approval for FTEs and funds for FY 17 on 12/1/16
- Funds to be used to hire additional CPS caseworkers and staff, as well as provide salary increases for front-line CPS staff



CPS Critical Needs Hiring

CRITICAL NEEDS HIRING BY MONTH AND TYPE

■ DEC ■ JAN ■ FEB ■ MAR ■ APR ■ MAY



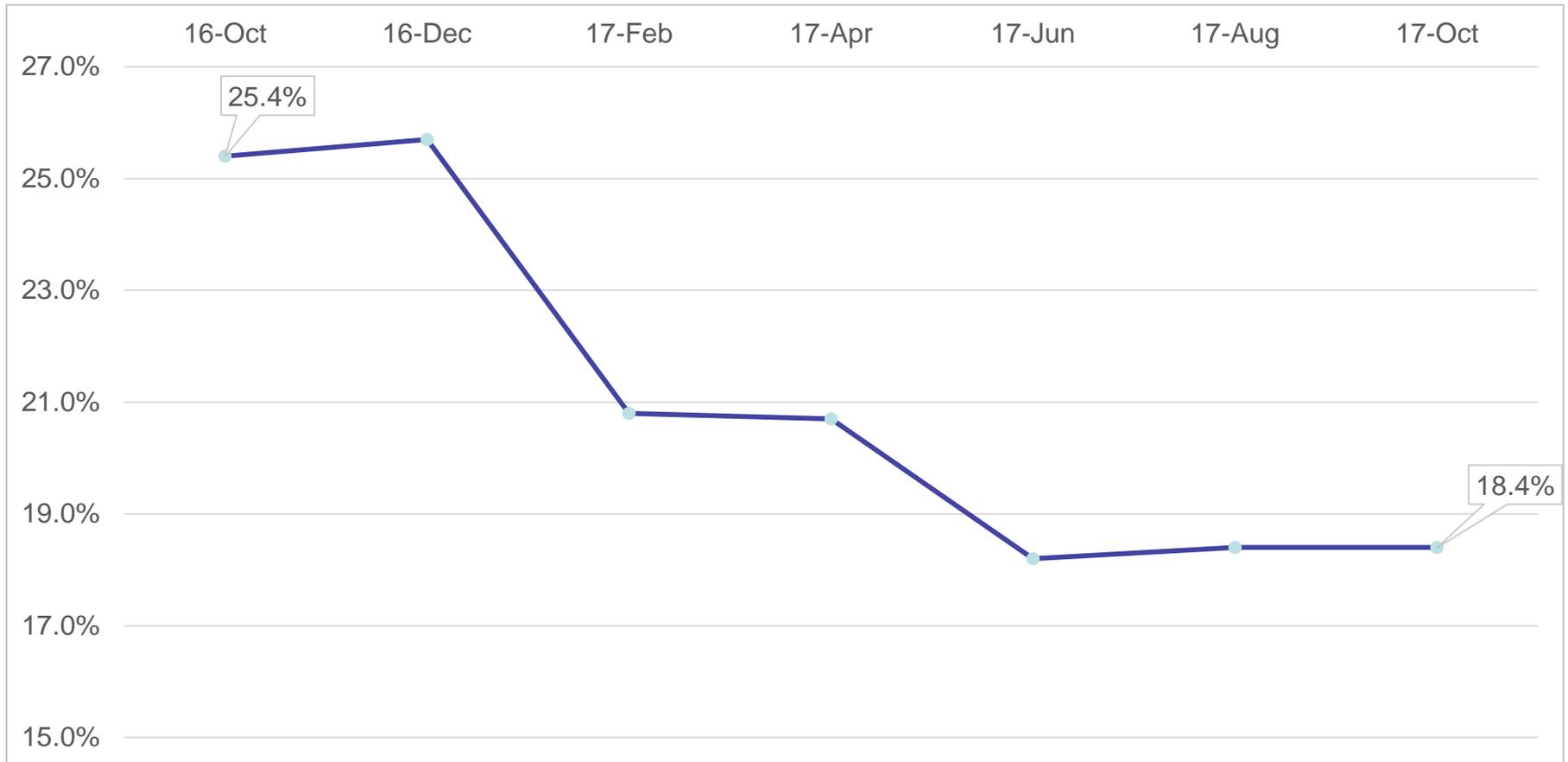
Supervisor Training Improvements

- Cultural Change and High Performance Training
 - Review Strengths-Based and Clinical Supervision
 - Focus on the Values of DFPS
 - Generational Awareness and Delegation
 - Integrity, Trust and Supportive Accountability
- Supervisor Hiring Boards and Competency Test



CPS Turnover

CPS Turnover has decreased by 27.6% since Oct. 2016



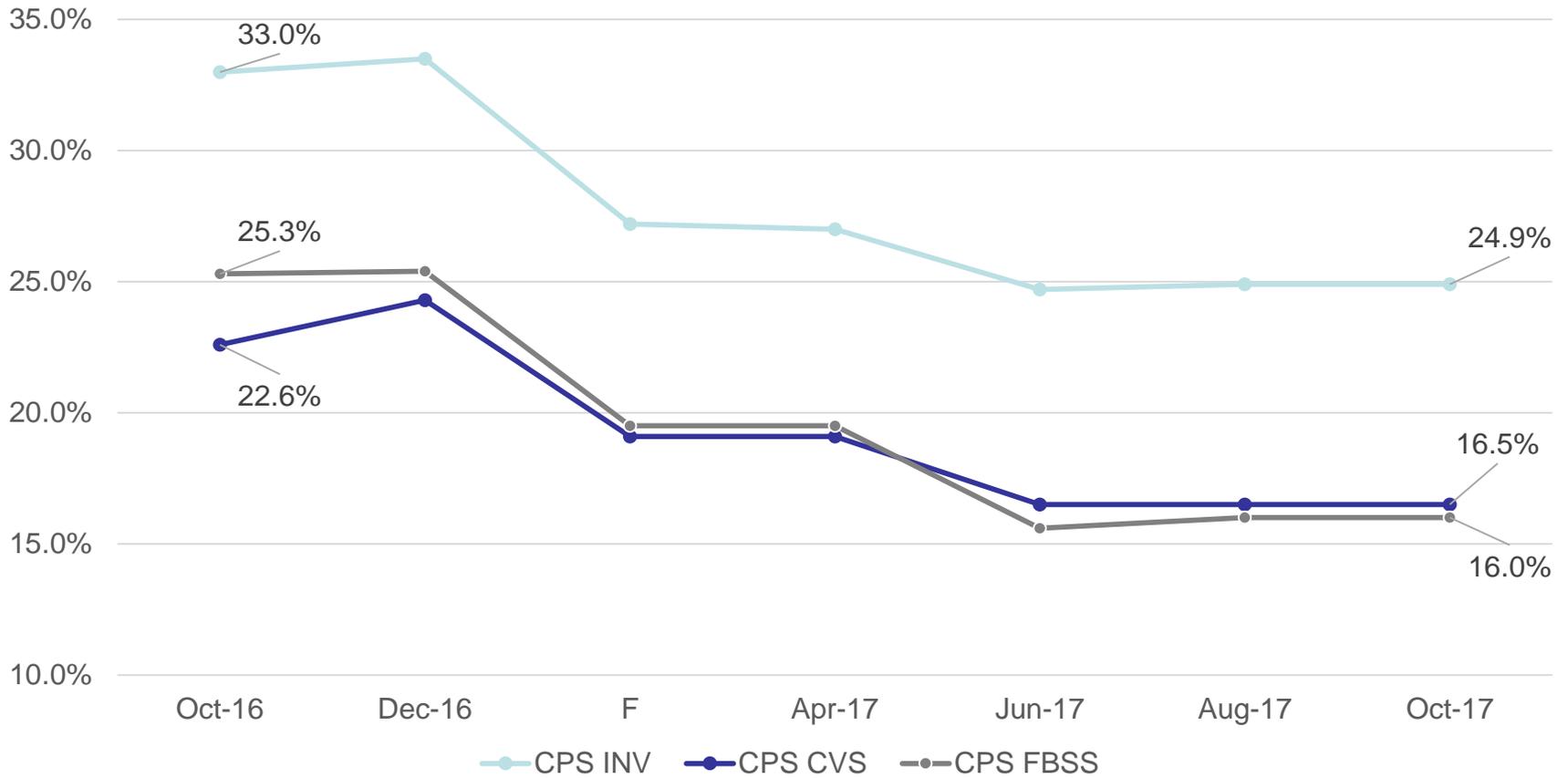
Turnover – Historical Perspective

Lowest CPS Investigations, Conservatorship,
and Family-Based Safety Services turnover
rates in seven years

	Oct '11	Oct '12	Oct '13	Oct '14	Oct '15	Oct '16	Oct '17	%Change since 2016
CPS Turnover (All)	24.9%	26.2%	25.5%	25.2%	25.7%	25.4%	18.4%	27.6% decrease
CPS INV	31.7%	33.5%	32.2%	33.8%	32.6%	33.0%	24.9%	24.5% decrease
CPS CVS	22.7%	23.6%	22.1%	22.6%	22.6%	22.6%	16.5%	27% decrease
CPS FBSS	27.1%	25.9%	25.4%	23.0%	27.5%	25.3%	16.0%	36.8% decrease



CPS Turnover by Stage of Service





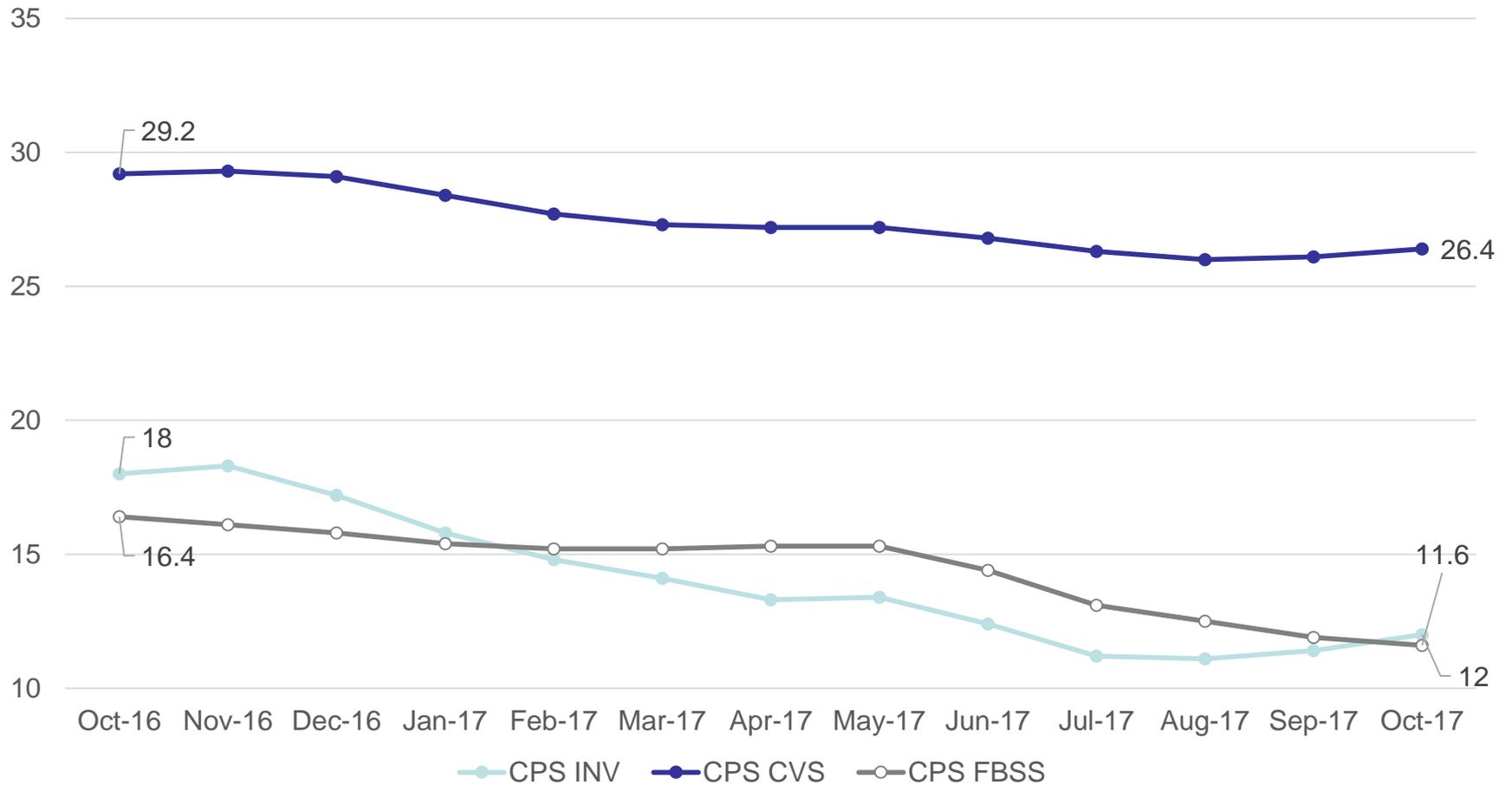
Caseload – Historical Perspective

Lowest average daily caseload in Investigations, Conservatorship, and Family-Based Safety Services in seven years

	Oct '11	Oct '12	Oct '13	Oct '14	Oct '15	Oct '16	Oct '17	%Change since 2016
CPS INV	24.4	22.1	20.5	18.2	16.7	18.0	12.0	33.3% decrease
CPS CVS	33.2	32.7	32.1	28.6	29.5	29.2	26.4	9.6% decrease
CPS FBSS	14.7	13.7	16.5	14.8	14.3	16.4	11.6	29.3% decrease



CPS Caseloads by Stage of Service





Conservatorship Outcomes

	Oct '11	Oct '12	Oct '13	Oct '14	Oct '15	Oct '16	Oct '17	%Change since 2016
Average Number of Placements	3.4	3.4	3.2	3.2	3.2	3.1	3.0	3.2% decrease
Relative Placements	37.9%	39.2%	39.7%	41.0%	41.4%	43.5%	45.2%	3.9% increase
Sibling Groups Placed Together	62.9%	65.5%	65.8%	65.2%	65.7%	64.9%	65.1%	0.3% increase
Children Placed in Region	82.8%	81.9%	82.0%	80.8%	80.7%	80.5%	80.0%	0.6% decrease
Youth Completed PAL	70.1%	71.2%	76.5%	54.8%	66.0%	72.1%	85.1%	18% increase



Permanency Outcomes

	Oct '11	Oct '12	Oct '13	Oct '14	Oct '15	Oct '16	Oct '17	%Change since 2016
Children adopted w/i 12 months after Termination of Parental Rights	43.6%	47.7%	50.7%	50.8%	52.0%	53.7%	55.5%	3.3% increase
Average Months to Permanency	17.7	17.7	17.9	18.3	17.8	17.6	16.6	5.7% decrease
Permanency for Children in Care for 2 or More Years	26.6%	27.8%	30.5%	31.6%	32.7%	33.8%	34.7%	2.7% increase
12-month Recidivism (INV)	6.5%	7.1%	7.5%	7.9%	7.1%	8.3%	8.2%	1.2% decrease
12-month Recidivism (FBSS)	7.7%	6.1%	7.6%	6.2%	7.4%	9.6%	9.1%	5.2% decrease
12-month Recidivism (CVS)	14.0%	13.8%	12.3%	14.2%	10%	14.2%	14.4%	1.4% increase



24% increase in timely Face-to-Face contact

